

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

EPA (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	79	62	48	58	86	78
Number of Complainants	77	59	45	57	83	76
Repeat Filers	2	3	3	1	3	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	40	22	23	25	33	41
Color	13	7	10	11	17	16
Religion	9	4	3	5	11	4
Reprisal	44	31	28	30	60	42
Sex	42	27	14	27	37	37
PDA	0	0	0	0	0	0
National Origin	13	12	10	11	15	12

Equal Pay Act	1	1	1	2	3	1
Age	37	22	22	28	41	38
Disability	25	19	18	18	34	33
Genetics	0	0	0	1	0	0
Non-EEO	8	7	6	6	7	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	5	5	7	5	6	4
Assignment of Duties	12	5	5	16	13	10
Awards	5	0	3	4	2	3
Conversion to Full Time/Perm Status	2	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	2	3	6	2	9	3
Suspension	2	6	4	0	8	4
Removal	2	0	3	2	5	4
Letter of Warning	0	0	0	0	3	3
Duty Hours	3	2	0	0	1	3
Perf. Eval./ Appraisal	21	9	5	5	21	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	32	22	19	28	49	46
Sexual	1	2	1	3	3	5
Medical Examination	0	0	0	0	0	0
Pay including overtime	4	1	0	1	3	4

Promotion/Non-Selection	26	10	8	5	9	21
Reassignment						
Denied	3	0	2	3	1	2
Directed	5	2	2	1	6	2
Reasonable Accommodation Disability	7	9	3	4	13	12
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	1
Retirement	2	1	2	1	1	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	7	6
Termination	5	4	1	1	3	2
Terms/Conditions of Employment	19	12	11	10	22	17
Time and Attendance	18	7	2	8	10	9
Training	11	2	6	6	2	7
Other						
User Defined - Other 1	0	0	0	0	0	0
Other	0	0	0	0	0	2
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	326.57	311.07	245.08	257.40	213.51	248.62
Average number of days in final action	409.47	198.44	289.65	321.81	300.90	511.88
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	324.42	314.44	249.50	259.25	224.92	237.33							
Average number of days in final action	326.57	35.00	12.00	36.00	26.27	443.17							
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation	328.83	306.58	233.87	253.36	198.75	257.54							
Average number of days in final action	467.50	218.88	375.08	607.62	840.83	508.57							
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data								2017Thru09-30			
		2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency		10	6	9	6	11	1						
Average days pending prior to dismissal		212	123	258	99	130	132						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		12	19	3	8	10	6						
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data								2017Thru09-30			
		2012	2013	2014	2015	2016							
		#	%	#	%	#	%	#	%	#	%		
Total Number Findings		0		0		1		1		0		1	
Without Hearing		0	0	0	0	0	0	0	0	0	0	1	100
With Hearing		0	0	0	0	1	100	1	100	0	0	0	0

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Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		0		0	
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

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User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2017Thru09-30						
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	59	87	87	87	84	112						
Total Complainants	52	79	82	78	76	101						
Number complaints pending												
Investigation	20	11	3	1	5	1						
ROI issued, pending Complainant's action	3	3	0	0	0	0						
Hearing	38	59	65	68	47	62						
Final Agency Action	12	22	20	20	40	47						
Appeal with EEOC Office of Federal Operations	8	15	13	14	41	43						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2017Thru09-30						
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	31	22	3	2	7	2						